



Issue 1, Volume 1
May 2006

Rebasing News

YOUR GUIDE TO TRANSFORMATION IN EUROPE - U.S. APPROPRIATED FUND EMPLOYEES

Five FAQs

Q: Will the DOD Rotation Policy (i.e., 5-year rule) be lifted or changed during restructuring periods?

A: The provisions of the DOD policy will not change. Application and adherence to the policy is a command decision. (Reference: AER 690-100)

Q: Can management use tour curtailments/rotation policy?

A: The overseas rotation program is a management tool that can be used to prevent a reduction in force (RIF) and to ensure adequate coverage of critical activities during transformation. An additional tool that may be used is tour curtailment. Tours may be shortened and employees may return to a position in CONUS to which they have return rights or be placed through the Priority Placement Program (PPP) if circumstances in the organization prevent an employee from completing his/her tour. (Reference: AER 690-100)

Q: Can I exercise return rights prior to completing my overseas tour?

A: Any employee wishing to exercise return rights prior to completion of his/her overseas tour should request a tour curtailment through their supervisory chain. Once approved, the employee should contact the Civilian Personnel Advisory Center (CPAC) 120 days prior to the date he/she wishes to return so that the proper coordination can be completed. The organization to which return rights exist is contacted and notified of the employee's intent to return. The JTR, Volume 2, Chapter 4, Paragraph C4009 provides guidance on acceptable reasons for release from a period of service requirement.

Q: What happens if my return rights are to a lower grade?

A: An employee with return rights to a lower grade may register as a nondisplaced employee in PPP for their current grade down to, but not including, the grade to which return rights exist (subject to the 3 GS grades or equivalent limitation). An employee with return rights to a lower grade will remain in PPP until he/she is placed, declines a valid offer, renews his/her agreement, is within 30 days of departure from the overseas area to exercise return rights, or until he/she is directed to return, whichever comes first. (Reference: DOD PPP Operations Manual, Chapter 5, Section C)

Q: What happens if my job in the states has been abolished?

A: Employees can exercise return rights to the organizations to which they have return rights and organizations will place them in a position of the same type and grade level, if available, or conduct a RIF to find a placement for them. Or, when the position to which the employee's return rights apply no longer exists and exercise of return rights would cause a RIF, the employee may register in PPP. (Reference: AR 690-300, Chapter 352)

MANAGER'S CORNER

Managers have a variety of tools at their disposal when planning and implementing restructuring actions that reduce the size of their U.S. workforce. One tool that is unique in the overseas environment is tour curtailments. Here are two scenarios: (1) an employee with return rights and (2) without return rights to CONUS.

Management can curtail an employee's tour in a restructuring environment. An employee's potential entitlements under RIF are not a consideration as the purpose and intent of tour curtailments are avoidance of the turmoil brought on by RIF. The provisions to be used are found under the JTR, C4009 - depending on the situation, it can be done for the Government's convenience or when the employee's services are no longer needed.

If the employee has return rights at the same or higher grade, the employee will be directed to exercise his/her return rights.

If the employee has return rights to a lower grade or none at all, the employee may register in the PPP as a nondisplaced employee.

Should it later be found that a RIF cannot successfully be avoided and the employee, whose tour was curtailed, has not successfully been placed, he/she participates in the RIF and, if necessary and warranted, his/her PPP registration is changed to reflect a displaced employee.

what's **Hot!**

For more information about restructuring, check out the FAQs on the CHRA-E website at www.chra.eur.army.mil



FEEDBACK

Your suggestion for future topics and or questions regarding civilian personnel aspects of Rebasing/Restructuring/RIF that you would like to see addressed via this forum would be appreciated.

Send comments to CHREURRDO@cpoecur.army.mil